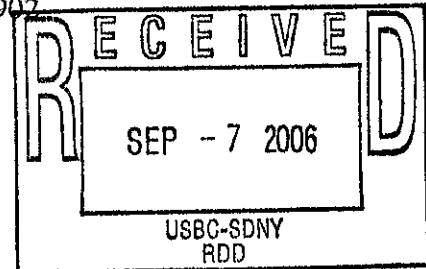


100 Transferred Employees  
Delphi And Johnson Controls  
Final Sale Agreement Coalition  
C/O Abdul R. Sei  
2002 Birchwood Court  
North Brunswick  
New Jersey, 08902

Judge Robert Drain  
1 Bowling Green  
New York, NY 10004-1408  
Court # 610



Buyout Concerns

Your honor, we the ignored one hundred member employees of the then Delphi, New Brunswick Operations, are writing you with one voice, firstly commending you on a long stressful hearing of an intricate and sensitive deliberations among Delphi, I.U.E and Johnson Controls Inc. We are aware that it takes no less than your experience and professional ability to come up with a binding judgment in a case like this. We appreciate and respect your judgment.

However, immediately after Delphi claimed bankruptcy, the lives of the workers and families of Delphi, Local 416 here in New Brunswick changed. The fate of our living lifestyle that was heavily financially dependent on the different jobs we had with Delphi was seriously threatened. Nobody knew what the future had for us back then. Our only hope was in the hands of the workers union that we had. We expected the I.U.E leadership to negotiate a deal with management, to at least compensate every permanent employee for years of exposure to Negative air pressure and excessive Lead and Acid Fumes, which is continually posing a deteriorating health risk for all the employees that worked there during these years. Surprisingly, both management and the Union failed us in this respect.

Your excellency, we want to take up this opportunity to inform your Lordship about certain misgivings, misinformation and misrepresentation of Delphi Corporation and the leadership of I.U.E Union. Following the confirmation of the sale of Delphi Battery Business to Johnson Controls, the local 416 union leadership, assured every permanent employee of one year and above some form of monetary compensation. In a memo posted by local 416 leadership, sometime in June of this year they (the union) detailed the compensation inform of a buyout with workers between one and three years of work service getting forty thousand dollars and workers with three to less than ten years of service getting seventy thousand dollars while workers with ten and above getting one hundred and forty thousand dollars respectively.

Surprisingly, your honor, this agreement by the Union and Delphi Corporation about the buyout took a bitter turn by the early days of July this year, when the actual terms of sale was made known to all the employees in an all employee meeting that "Delphi Corporations in consultation with the leadership of I.U.E sold Delphi New

Brunswick Operations with one hundred employees to Johnson Controls Inc". Honestly your honor, those were their exact words. Now we don't know what legal standing they had to do that but they did it anyway, paying absolutely no attention to our human dignity. As if words were not enough for them (management and the union leadership) they distributed an attrition form for employees to complete indicating their position in the buyout agreement. In this attrition memo every permanent employee with one year and above of work service was given an option to choose between buyout and leave, buy down and stay and forceful stay with no option of buyout. As you would expect, your honor, 95% of the employees choose buyout but again Delphi management in consultation with the Union leadership blatantly ignored the voices of ninety-six employees. Apparently, Delphi did what they did because they had to honor their position in selling one hundred people to Johnson Controls Inc.

Ironically, On August 1<sup>st</sup> this year, which was the first operation day for Johnson Controls sixty-six employees were laid off. This was a clear indication that Johnson Controls did not need that many employees at that time. If JCI did not need the ninety-six people at that time why they ask for us there by depriving us our buyout package. We have been asking so many questions with no answer.

Finally, your honor, we the eligible ninety-six member employees are reaffirming our position that the transfer of us to Johnson Controls was and is still not our wish we choose buyout monetary compensation and that we feel very degrading that we were sold as part of Delphi's property. We thank you for your undivided attention.

Sincerely Yours

To whom this may concern,

I have been informed that you are unaware of our circumstance. Not everyone at Delphi received the buyout as you were made to believe. There are 100 employees at Delphi in New Brunswick who did not receive the buyout offers. I assure you this was not a voluntary decision, 96 of us elected to receive the buyout and leave. Delphi and the IUE/CWA once again have discriminated against its employee's. This time we will fight back to win what is ours. I have asked all 100 employees's to sign this letter to provide witness to the truth.

~~Robert W. Carr~~ 7  
Mohammed

Kodzo Emlo

ae Joke

Baba Abubakarr

Julius Bassie

Andrew Fofana

Angelo Palmer

Ofori Anin

Amerlin Baoguin

Zakari Yussif

Michelle Bortello

Mirlande Cassenave

Henry Joseph

Frantz Prudhomme

Edward Boudrie

Elisabeth BRETÉ

Tyroné McRae

Nanika Tony

Rafael Rizzuto

Eugenio Rodriguez J. Whitney Altarek

~~George A. Andrews~~

George Andrews

Kamil Shabazz  
MARVIN RIVERA

Keroze Ali

Bibi Ali

MINKAILA MACANLEY

Val Andrews

Gina M. Robinson

KORINNA AITA

Agboola Musibau

Aina Temitope

John E. A. Ali

Monahan

Bill M. Falcon

Tony C. Sinclair

ABDUL R SEI

ABDOULAYE KABA

JOSEPH MANCUSO

Deloacht Clarence

Mike Barnes

CALVIN LYONS JR

yadira ortega

Wig Ogadjo

Abraham C. Mukolele

Akim Akimlede

Michael Boakye Sengul

Jacob Nyanteh.

Mark Stank

JOSEPH HILLS

Irma Lopez Jimenez

Ingrid Medina

CARLOS R GUQUE

Kenneth Potts

Jose Fernandez.

MARVIN RIVERA

Anita Dickson

Christopher D. Johnson

William Jones

ntlerite whitti

Tracy Cone

Art Miller.

Gerald Smolenski

Eanda Thoronka